

Army Institute of Management & Technology

G.NOIDA

Guest Session on Compensation Management

22 Feb 2024

The session on "**Compensation Management**" by **Mr. Vamsi Krishna Surey**, Head of Human Resources at **Akkodis India**, held on **22nd February 2024** at **6:30 PM** on **MS Teams**, was an enlightening experience for all attendees.

Key Highlights of the Session:

1. **Overview of Compensation Management:**

Mr. Vamsi Krishna began by explaining the fundamentals of compensation management and its critical role in organizational success. He emphasized the importance of aligning compensation strategies with overall business objectives.

2. **Modern Compensation Strategies:**

The session delved into contemporary practices such as performance-linked pay, flexible benefit plans, and the increasing significance of non-monetary rewards in retaining top talent.

3. **Challenges and Solutions:**

Mr. Vamsi discussed common challenges organizations face in compensation management, including market competitiveness, internal equity, and budget constraints. He provided actionable insights on how to address these effectively.

4. **Real-World Examples:**

Drawing from his extensive experience, Mr. Vamsi shared case studies illustrating how innovative compensation strategies have driven employee engagement and organizational performance at Akkodis India.

5. **Q&A Session:**

The session concluded with an interactive Q&A, where attendees posed questions on topics like global compensation trends, pay transparency, and leveraging technology for compensation planning.

The session was highly appreciated by participants, who found the insights practical and relevant. Attendees particularly valued Mr. Vamsi's ability to connect theoretical concepts with real-world applications.